

**100 Claims**

**for a Better State Service**

*STILL*  
♥

Tasmanians need a

**pay rise**



**Proud to be Public**

**Proud to be Union**



## **CPSU – Claims for Bargaining June 2022**

This claim is served on behalf of the members of the Community & Public Sector Union (State Public Services Federation Tasmania) inc. – the CPSU.

The CPSU represents public sector workers in every government Agency, in some statutory authorities and government business enterprises. The CPSU has continuously represented the workers who serve the Tasmanian community for 125 years.

This claim is served in response to the expiry of the Public Sector Unions Wages Agreement 2019. While that is the Agreement that sets the wages and conditions for most public sector workers this claim also includes the claims for bargaining for a range of other Agreements the CPSU is party to that have also expired.

This claim is served in different circumstances to previous claims. The whole Tasmanian community has just begun to recover from a once in 100-year pandemic that has called on public sector workers to go above and beyond the high expectations placed on them. They have been flexible and innovative, they have put their own health and safety behind the needs of their community, and they have boosted their productivity to keep everything running.

The claim is served at a time when the cost of living, as measured by the consumer price index, has passed 5.5% and is forecast to reach or exceed 7% around the time most workers covered by this claim could expect their next pay rise. It comes at a time when housing prices and rent in Tasmania have risen significantly and interest rates are on the way up.

Public Sector workers need more than thanks and appreciation from the government. They need a wage rise and conditions that keep pace with living costs and provides them a share of productivity gains.

*Dear all*

*I want to thank each and every one of you for supporting the Tasmanian community during my time as Premier.*

*It has been a period of great challenge for the State, our country and indeed the world however I firmly believe that Tasmania has come through this better than most.*

*That is largely due to the outstanding efforts of you, our state servants who were prepared to be flexible when needed, work long hours and always put the health and safety of our Tasmanian public first.*

*I have never been prouder in my life of the work that you all did at times under great sufferance and stress but always with our community front of mind.*

*I leave the role which I have been privileged to hold with great admiration for you and incredible satisfaction because our hardworking and talented public sector stepped up, went above and beyond and kept Tasmania safe.*

*Please accept the thanks of a grateful Premier and continue to do Tasmania proud.*

*Good bye and best wishes.*

*Peter*

**Hon Peter Gutwein MP**

*Premier*

*8 April 2022*

These agreements must ensure that working conditions are modern and fit for purpose for our changing world, set Tasmania up as an employer of choice, and allow the recruitment and retention of public sector employees to ensure workers can continue to deliver the services Tasmanians want and need.

## **Introductions to this claim**

The CPSU represents a wide range of occupational groups. Most of them draw their wages and conditions from the two main public sector Awards – the Tasmanian State Service Award (TSSA) and the Health and Human Services Award (HAHSA). Some of the occupational groups we represent also have occupation specific Agreements such as our radiation therapist members, ministerial drivers and allied health professionals.

In developing this claim we have spoken to a large number of occupational groups or segments of our membership that share particular attributes. These members have identified work issues they would like to have addressed through this bargaining process that are specific to them. As a result, this claim includes sections intended to apply to all members and other sections that would only apply to specified groups of members.

We have also developed the claim with reference to five pillars that our Bargaining Reference Group identified as the key areas that needed addressing to improve our State Service. They are:

1. **Trauma-safe workplaces**  
Working to make our workplaces safe from trauma and occupational violence.
  
2. **Jobs We Can Count On**  
To serve our community long-term we need jobs that guarantee job and income security.
  
3. **Public Sector Parity**  
Wherever you work in our Public Sector you should have parity with the same pay and conditions across the public sector and with similar occupations on the mainland to attract and retain employees in a tight labour market.
  
4. **Unlocking Public Sector Skills**  
To serve our community we need to recognise and unlock the skills that exist across our Public Sector.
  
5. **New Rights – New World**  
Work and how it is being performed is changing. To meet these changing circumstances we need new rights to ensure agencies have the capability to respond to the challenges of our changing world, and to ensure the Tasmanian Government is an employer of choice.

## Level 1 - Whole of Membership Claims

These claims will apply to all Awards and Agreements across the Public Sector.

### **Claim 1      Period of Operation**

Agreement to operate for 3 years from 1 July 2022 to 30 June 2025.

### **Claim 2      Wage Increases**

Annual increases from the first full pay period commencing on or after 1 December each year of a quantum that fully compensates for CPI plus compensates for increased productivity.

### **Claim 3      Parental Leave**

- Increase paid parental leave to 30 weeks (currently 16 weeks)
- Changes to allow both parents access to paid parental leave where both parents are in the State Service, with a proportion to be allowed to be taken concurrently.
- Increase partner leave to 6 weeks

### **Claim 4      Workers Compensation**

- Amend definition so that normal weekly earnings is based on average wage over previous 12 months including overtime, superannuation and allowances
- Remove step downs\* for all State Service employees (like Police).  
\* - after 26 weeks on workers comp an employee's salary is reduced to 90% and reduced to 80% after 78 weeks. This doesn't apply to Police officers.

### **Claim 5      Minimum Breaks**

Amend all Awards so the minimum break between shifts, including any overtime worked, is 10 hours.

### **Claim 6      Long Service Leave**

- Employees to be able to access pro-rata long service leave after 7 years.
- For employees to be recredited long service leave for any personal, compassionate or bereavement leave that occurs during a period of long service leave.
- For shift penalties, including weekend loadings, to be paid on any period of long service leave.
- For employees to be able to opt to take long service leave at half the pay for twice the period
- That where a person undertakes a traineeship within an Agency but through a different employer and the trainee becomes a State Service employee, the period of their traineeship will be recognised as service for accrual of long service leave.

### **Claim 7      Personal Leave**

- For employees to have an entitlement to access personal leave to attend medical appointments or to take immediate family to medical appointments.
- For employees to have an entitlement to access personal leave for preventative health care.

- For new employees to be granted 20 days personal leave on appointment.

**Claim 8      Delegate Rights**

- For delegates who attend union training on a day they are not rostered to work to be paid for the day or to receive a day off in lieu.
- For delegates with specialist roles to receive an additional 5 days of union training leave each year.
- For delegates to have a right to wear union logoed uniform when conducting union business.

**Claim 9      Same Job, Same Pay**

For Awards to be amended such that labour that is provided from outside the State Service, for work that would otherwise be covered within the scope of a Public Sector Award, to be paid, as a minimum, the salary and conditions of similarly classified State Service employees.

## **Level 2 – Pillars**

### **Trauma-safe Workplaces**

Working to make our workplaces safe from trauma and occupational violence.

#### **Claim 10 Provision of Systems to Reduce the Risk of Exposure to Trauma**

Clauses included in Awards requiring the employer to implement effective systems, processes and training to reduce the risk of violent events in workplaces and prevent the effects of exposure to traumatic events or materials.

#### **Claim 11 Serious Incident Leave**

An Award entitlement to 2 days of paid leave following a serious incident occurring in the workplace with additional days provided at the discretion of the head of Agency. The leave is provided to allow for rest and recovery and to seek counselling and professional support. Serious incidents include occupational violence and major incidents. This should be backdated to December 2021 to cover those involved in the Hillcrest tragedy who were required to take annual leave.

#### **Claim 12 Additional Recreation Leave**

Employees appointed to roles that regularly expose them to vicarious trauma including occupational violence, exposure to sexually explicit materials, exposure to details of family violence, self-harm, child abuse or exploitation, crime scenes, or serious animal welfare cases will be provided an additional 10 days of recreation leave each year (pro-rata for part-time employees).

#### **Claim 13 Bullying and Harassment Grievance Process**

Processes for addressing grievances associated with bullying or harassment will be reviewed and overhauled to ensure they are speedy, treat all parties with respect and keep them updated on progress and, as far as possible, avoid the accuser/accused model. The process will include a central oversight body.

#### **Claim 14 Mental Health Support**

- That employees have access to trauma specialised critical incident support and not just EAP services.
- That where trauma specialised critical incident support is not available that the employer reimburse the cost for employees to obtain support and treatment through private providers.

## **Jobs We Can Count On**

To serve our community long-term we need jobs that guarantee job and income security.

### **Claim 15      Secure Work**

Amend the definition of permanent part-time employee in relevant Awards to include:

- A requirement that the instrument of appointment must state the minimum number of hours guaranteed each fortnight;
- That the instrument of appointment may also specify the number of additional hours an employee can work as ordinary time so long as they do not exceed 20% of the minimum hours or fulltime hours;
- If additional hours are not specified in the instrument of appointment, then any hours worked above the minimum are paid as overtime and if they are specified, then any hours worked in excess are paid as overtime.
- That the minimum engagement for a permanent part-time employee be 4 hours with all hours to be worked continuously except for a meal break.

### **Claim 16      Conversion to Permanent employment**

A fixed term employee or casual will have the right to be converted to permanency after 12 months of continuous employment, where the work is ongoing, or same or similar duties are available. Seasonal workers will not be denied conversion because of the breaks between contracts.

### **Claim 17      Conversion of regular hours**

A permanent part-time employee who works more hours than their guaranteed minimum for a continuous period of 12 months, has a right to have their guaranteed minimum hours increased up to the hours they have been working.

### **Claim 18      Filling Vacancies**

- Where a position becomes vacant and is not filled within 12 weeks, the employer will notify impacted employees and their union of the action being taken to fill the position and how workload is being managed in the interim.
- Workplaces with systemic vacancies will have standing approval of overtime for any additional hours worked.

### **Claim 19      General Stream Band 1 is a Training Level**

Amendment be made to TSSA General Stream classification descriptors to make it clear that Band 1 is a training level and employees should progress beyond Band 1 once a training program has been completed.



## **Public Sector Parity**

Wherever you work in our Public Sector you should have parity with the same pay and conditions across the public sector and with similar occupations on the mainland to attract and retain employees in a tight labour market.

### **Claim 20 TSSA Shift Provisions**

Comprehensive and contemporary shift provisions be inserted in the Tasmanian State Service Award.

(Also see **Claim 107 –Shift Work Provisions**)

### **Claim 21 Time off in Lieu of Overtime**

Time of in lieu provisions will be reviewed to ensure TOIL is automatically paid out at overtime rates if not taken.

### **Claim 22 Higher Duties Allowance and More Responsible Duties Allowance**

- Employees asked to work higher duties or more responsible duties are often only paid an allowance based on the difference between their salary at the top of their Band and the salary at the bottom of the next Band. To make a HAD/MRDA fair recompense it should be paid as a minimum 3 levels higher than an employee's normal level.
- That the 5-day eligibility criteria for higher duties allowance or more responsible duties allowance not apply in circumstances where the role requires delegated functions to be undertaken or where the usual oversight of the role is not provided due to emergency circumstances.
- That employees on fixed term appointments be provided access to a higher duties allowance or more responsible duties allowance within their existing contract.

### **Claim 23 Workplace Flexibility Arrangements**

That Award Workplace Flexibility Arrangement clauses be amended to make clear that a WFA has no effect until a copy has been provided to a union to be checked for no disadvantage.

### **Claim 24 Eligibility For Overtime and Recall**

- That Awards be amended to remove any classification limits on access to overtime, recall and availability.
- That the Tasmanian State Service Award be amended so any hours worked in excess of 36.75 in a week be defined as overtime (or 38 hours for those who work a 38 hour week).
- That Health & Human Services Award be amended such that shift loadings are paid on public holidays.

### **Claim 25 Home Garaging**

That where it is efficient for an employee to travel directly from their home to work at a location other than their normal workplace that they be allowed to home garage a work vehicle and for the employer to meet any costs associated with this home garaging.

### **Claim 26 Mentoring/Precursor/Assessor Allowance**

That employees required to support, train or supervise student placements or to train or assess colleagues be paid an hourly mentoring/precursor/assessor allowance.

**Claim 27      **Reclassification****

Where an employee seeks a classification review of their duties and the review finds they are performing duties at a higher Band, they will be entitled to a Higher Duties Allowance for the period they have been performing duties at a higher Band.

**Claim 28      **Minimum Shift Lengths****

That the minimum engagement for a casual employee be 4 hours.

## **Unlocking Public Sector Skills**

To serve our community we need to recognise and unlock the skills that exist across our Public Sector.

**Claim 29      **Mobility Register****

That the mobility register the employer committed to in 2019 be established. This would allow employees to be considered for vacant positions at their substantive level, across the State Service, before external recruitment commences.

**Claim 30      **Study Leave****

That employees be entitled to 10 days paid study leave per annum to undertake study in an area related to their role or where the skills/knowledge acquired adds value to their role.

**Claim 31      **Improved Recognition of Responsibility in Operational Functions****

Employees in operational roles without management responsibilities are often under-classified. We seek to amend the Tasmanian State Service Award General Stream classification descriptors to better recognise the level of responsibility of positions in operational functions.

**Claim 32      **Competency assessment****

In some hard-to-fill occupations retention would be assisted if employees could move through the Band levels more quickly. We seek to allow for progression & competency assessments to be undertaken throughout the year, instead of only being undertaken once a year on an employee's anniversary. This would include normal progression, advanced progression, and accelerated progression.

## **New Rights – New World**

Work and how it is being performed is changing. To meet these changing circumstances we need new rights to ensure agencies have the capability to respond to the challenges of our changing world, and to ensure the Tasmanian Government is an employer of choice.

### **Claim 33 Flexible Work**

Amend the relevant Awards to include the following as a right:

- Working from a location other than the normal work location such as from a home, a hub or satellite office or any other location where work can be productively performed.
- Working compressed hours to allow for a 19-day month, a 9-day fortnight or a 4-day week or any other combination provided reasonable fatigue management is maintained.
- Working additional hours for a specified period such that accrued days can be taken off at a later, specified time (e.g. during term time for school holidays).

(Also see **Claim 108 – Right to Work remotely** and **Claim 109 – Greater Equity of Access to Flexible Working Arrangements**)

### **Claim 34 Leave Arrangements During School Holidays**

Employees with caring responsibilities for school aged children will have a right to combine work and care during school holidays by working from home and taking recreation leave for only the hours not worked each day.

### **Claim 35 Foul and Nauseous allowance**

That the Foul and Nauseous allowance be increased and access extended to all employees and the definition widened to include any contact with effluent.

### **Claim 36 Multilingual Allowance**

An annual allowance be paid to employees whose role doesn't include multiple languages as a requirement but who regularly use a second language to assist in providing services to the community.

### **Claim 37 Electric Vehicle Allowance**

That Awards be updated to include kilometrage allowances for electric vehicles.

### **Claim 38 Australia Day**

That Awards be amended to give employees the right to swap the Australia Day holiday for another day off.

### **Claim 39 Interoperability Arrangements**

- Include the Australasian Inter-Service Incident Management System Incident Management Team structure with agreed classifications for each role be included in Awards to ensure all public sector workers undertaking interstate and international deployments are paid at the classification assigned to the role when they are assigned an

Incident Management Team role, unless their substantive classification is higher, regardless of the lead agency or type of incident.

- That employees who are trained and/or accredited to perform roles within AIMS structure will be paid an annual allowance regardless of whether they are assigned a role
- That employees deployed to undertake work in incident management will receive an hourly allowance for each hour they are deployed.
- Fatigue management rostering provisions to be included in the Tasmanian State Service Award.

**Claim 40      Union Rights – Neutrality**

- For members to have a right to a minimum of two paid union meetings a year.
- Agreed principles around the employer's responsibility in providing a workplace where employees have the right to join and be involved in union activity and to pursue their industrial rights free from discrimination, bullying or intimidation.
- Right for a union to attend physical and online inductions and conduct a workshop on the benefits of union membership.
- For union members to have a right to paid time to prepare for and attend industrial tribunals and commissions.

(Also see **Claim 92 – Right to Disconnect**, **Claim 95 – Foster Care Entitlements**, and **Claim 102 – Recognition of Kinship Relationships**)

## Level 3 – Agencies

### Education

Occupation specific claims for workers in the Department of Education.

#### **Claim 41 Leave Entitlements for School Employees**

- That the inequity between the leave provided to teachers, principals and school psychologists compared to other school-based employees be resolved. This would mean an end to the practice of standdown.
- That school-based employees have a right to apply for recreation leave during school terms and for their application to be approved unless operationally impossible.
- That school-based employees be provided with access to flexitime that would allow time to be accrued during school term and taken off during term breaks.

#### **Claim 42 Salary Sacrificing**

Extension of the existing salary sacrificing arrangements for Teachers to all staff in remote/regional locations.

#### **Claim 43 Allied Health Professionals**

- Parity with School Psychologists both regarding pay and leave entitlements.
- Progression through AHP1 – AHP3 with a review of levels so there is a maximum of 12 levels across this three Band range.
- Rules for determining the level for appointment be agreed, including minimum levels based on experience, length of degree, post-grad qualifications and regional incentives.
- Recognition of Australian Quality Framework national classification levels and improved progression via clinical/education and management streams at L4-5 and accelerated progression through the attainment of post graduate study at all levels.
- Extend and amend the PUGS upgrade scheme for a non-healthcare setting.
- Payment of a Mentoring/preceptor allowance for AHPs supporting student placements.
- Incentive payments for chronically understaffed areas (to attract & retain critical staff).
- Increase to Professional Development Fund; widen scope and improved clarity about what it can be used for.
- Right to work away from schools when face to face contact is not required.
- Right to accrue hours during terms to be taken off in school holidays.
- That government vehicles be provided for employee working across multiple worksites and home garaging be allowed.
- All jobs in DoE that don't require teaching qualifications as essential be open to TSSA General Stream or Allied Health Professional Agreement employees.

#### **Claim 44 School Support Staff**

- Extend the application of the 'Incentive payments for Employees in Designated Schools' that apply for teachers to all school support staff working in designated schools.

- Increase in the Health Care Procedures Allowance and include it in TSSA Appendix 16.
- Extension of the Toileting Allowance to all kindergarten teacher assistants and an increase to the allowance.
- Review and amend TSSA Appendix 16 Clause 5 – Holidays with Pay Agreement to ensure accrued days are paid out if not taken.
- That employees who undertake relief work be paid a relief rate for all relief hours worked.
- That a process be implemented to allow school support staff to express interest in vacancies at their classification in other schools

**Claim 45      Teacher Assistants**

Broadbanding between Bands 2 and 3 (or creation of specific classification structure).

**Claim 46      Libraries**

Broadbanding between Bands 1 and 2.

**Claim 47      School Administration**

- Broadbanding School Administration between Bands 2 and 4.
- Broadbanding School Business Manager between Bands 4 and 7 (or creation of specific classification structure).

**Claim 48      Information & Communications Technology Appendix**

- Include clear progression/promotion pathway for officers with high level technical expertise but no management responsibilities.
- Extend Communicable Diseases Leave to ICT workers in Schools.

## **Health**

Occupation specific claims for workers in the Department of Health.

**Claim 49      DOH Employees**

That employees be provided access to flexitime.

**Claim 50      Allied Health Professionals**

- Progression through AHP1 – AHP3 with a review of levels so there is a maximum of 12 levels across this three Band range.
- Rules for determining the level for appointment be agreed, including minimum levels based on experience, length of degree, post-grad qualifications and regional incentives.
- Recognition of Australian Quality Framework national classification levels and improved progression via clinical/education and management streams at L4-5 and accelerated progression through the attainment of post graduate study at all levels.
- Extend and amend the PUGS upgrade scheme for a non-healthcare setting.
- Payment of a Mentoring/preceptor allowance for AHPs supporting student placements.
- Incentive payments for chronically understaffed areas (to attract & retain).

- Increase to Professional Development Fund; widen scope and improved clarity about what it can be used for.

**Claim 51 Pharmacy**

- Employing over establishment to address high turnover and provide leave relief
- Establish training fund for Pharmacy technicians.
- Insert an Appendix in HAHSa that includes a broadbanded classification structure for both Pharmacists and Pharmacy technicians.
- Accelerated progression to address retention issues for both Pharmacists and Pharmacy Technicians.
- Flexibility in overtime worked; currently does not allow for any hours between 8 and 12 hours.

**Claim 52 Pathology**

- Employing over establishment to address high turnover and provide leave relief.
- Establish a training fund for technicians across departments.
- Insert an Appendix in HAHSa that includes a broadbanded classification structure for scientists and technicians across Bands 2 to 4.
- Accelerated progression to address retention issues for both scientists and technicians.
- Introduce minimum research time allocations to address retention issues.
- Flexibility in overtime worked; currently does not allow for any hours between 8 and 12 hours.

## **Justice**

Occupation specific claims for workers in the Department of Justice.

**Claim 53 Community Corrections**

Broadbanding arrangement that provides progression across similar classification range as professional stream (PI/2).

**Claim 54 Court Officers**

Broadbanding between Bands 2 and 4.

**Claim 55 Worksafe Inspectors**

Broadbanding between Bands 4 and 5.

**Claim 56 Monitoring and Compliance Unit**

Replace shift and weekend loadings with a 28% all-purpose salary loading.

**Claim 57 Community Corrections, Monitoring & Compliance Unit and TPS Integrated Offenders Management Unit**

- That an agreed safe staffing model be developed that sets minimum staffing required for duties at each site to be performed and to identify the service/duties that will not be performed if the minimum staffing is not met at any time
- That agreed client caseload caps will be determined and strictly applied

- That penalty rate would apply in circumstances where minimum staffing is not met
- That processes be developed to ensure vacancies are filled immediately

**Claim 58      Legal Practitioners**

Performance based progression between LPA1 and LPA2.

**Claim 59      Allied Health Professionals**

- Progression through AHP1 – AHP3 with a review of levels so there is a maximum of 12 levels across this three Band range.
- Rules for determining the level for appointment be agreed, including minimum levels based on experience, length of degree, post-grad qualifications and regional incentives.
- Recognition of Australian Quality Framework national classification levels and improved progression via clinical/education and management streams at L4-5 and accelerated progression through the attainment of post graduate study at all levels.
- Extend and amend the PUGS upgrade scheme for a non-healthcare setting.
- Payment of a Mentoring/preceptor allowance for AHPs supporting student placements.
- Incentive payments for chronically understaffed areas (to attract & retain).
- Increase to Professional Development Fund; widen scope and improved clarity about what it can be used for.

## **Natural Resources & Environment Tasmania**

Occupation specific claims for workers in the Department of Natural Resources and Environment Tasmania.

**Claim 60      Northern Recruitment Policy**

For the Northern Recruitment Policy to be replaced with a policy that advertises all vacancies with an open location unless the job must be performed at a specific location.

**Claim 61      Hiking and Camping Equipment Reimbursement**

Employees required to hike and camp will be provided reasonable reimbursement for the cost of purchasing suitable hiking/camping equipment.

**Claim 62      Wilderness First Aid Allowance & Winching Allowance**

Introduction of a Wilderness First Aid Allowance and finalise Winching Allowance process and quantum.

**Claim 63      Biosecurity Detector Dog Unit**

- Fatigue management (handler and dogs) – loading to apply for all time worked in excess of 5 consecutive days.
- Loading to apply for all hours worked one-up.
- Minimum annual training and development to be agreed and implemented.
- Payment of a dog handling allowance similar to those paid in Corrections and Police.



**Claim 64      Parks & Wildlife – all staff**

- Provision of special allowances for specified field centres where they are remote and/or there are above normal cost-of-living pressures due to them being tourist locations based on 'Incentive payments for employees in designated schools' paid to teachers.
- Provision of a housing allowance.
- Standby allowance for those on a fire duties roster.
- That employees who have applied for recreation leave and had their application rejected to have a right to take leave at a time they determine within 6 months of their application being rejected.
- Employees engaged in fire management, response and planned burning activities will be entitled to additional employer superannuation bringing their SG up to 13.5%.
- Employees who undertake 152 hours of overtime and/or standby in any 12-month period will be entitled to 5 days of Fatigue Management Leave. For each additional hour of overtime and/or standby beyond 152 hours undertaken during that period they will be entitled to an additional 0.25 hours of Fatigue Management Leave up to an annual cap of 10 days

**Claim 65      Parks & Wildlife – Field Officers**

- Reinstatement of recognised training through TasTAFE in skills such as building & construction, weed management and earth works.
- Broadbanding of Field Officers between Band 2 and 3.

**Claim 66      Parks & Wildlife – Rangers**

Broadbanding of Rangers between Band 3 and 4.

**Claim 67      Parks & Wildlife – Visitor Information Officers, Visitor Reception Officers, and Visitor Service Officers**

Broadbanding of VIO, VRO and VSOs between Band 1 and 3.

**Claim 68      Information & Communications Technology Appendix**

Include clear progression/promotion pathway for officers with high level technical expertise but no management responsibilities.

## **State Growth**

Occupation specific claims for workers in the Department of State Growth.

**Claim 69      Tasmanian Museum & Art Galley Attendants**

Reclassification to Band 2 or broadbanding between Band 1 and 2 with clear timeframes for progression and a maximum of 7 levels.

**Claim 70      Information & Communications Technology Appendix**

Include clear progression/promotion pathway for officers with high level technical expertise but no management responsibilities.

## **DPFEM**

### Occupation specific claims for workers in the Department of Police, Fire & Emergency Management.

#### **Claim 71      Tasmania Fire Service**

- Reinstatement of Appendix 9 to all TFS employees.
- Standby allowance for those on a fire duties roster.
- Rostering provisions that stipulate the required rest periods before the resumption of ordinary duties.
- Employees engaged in fire management, response and planned burning activities will be entitled to additional employer superannuation bringing their SG up to 13.5%.
- Employees who undertake 152 hours of overtime and/or standby in any 12-month period will be entitled to 5 days of Fatigue Management Leave. For each additional hour of overtime and/or standby beyond 152 hours undertaken during that period they will be entitled to an additional 0.25 hours of Fatigue Management Leave up to an annual cap of 10 days.

#### **Claim 72      State Emergency Service**

- Incorporation of the current Workplace Flexibility Agreement into an Appendix.
- Review of the time expectations and shift loading to ensure no disadvantage with the Award.
- Inclusion of fatigue management/maximum hours provisions.
- Employees who undertake 152 hours of overtime and/or standby in any 12-month period will be entitled to 5 days of Fatigue Management Leave. For each additional hour of overtime and/or standby beyond 152 hours undertaken during that period they will be entitled to an additional 0.25 hours of Fatigue Management Leave up to an annual cap of 10 days

#### **Claim 73      Police Radio Room**

- Updating of the shift work arrangements for Radio Room in line with modern shift patterns – alignment with the Police 4 on 4 off roster.
- Conversion of the casual relief pool to a permanent relief pool to provide job security and to allow for skill development.

#### **Claim 74      Utility Officers**

Reclassification of Utility Officers to Band 2.

#### **Claim 75      Prosecution Clerical Support Officers**

Broadbanding of Prosecution Clerical Support Officers between Band 2 and 3.

#### **Claim 76      Forensic Science Tasmania and DPFEM Forensic Experts**

- Crime Scene Allowance for those required to be on the Crime Scene roster.
- Payment of overtime for attending court on days not rostered to work.
- For all overtime to be paid at double time including time attending court on days not rostered on

- The establishment of a professional development fund for fingerprint experts to meet the costs of maintaining AFSAB expert accreditation
- That an additional 5 days of recreation leave be provided for employees required to attend mortuaries to take samples/fingerprint deceased persons or who attend crime scenes involving deceased persons or exposure to bodily fluids.

**Claim 77 Information & Communications Technology Appendix**

Include clear progression/promotion pathway for ICT officers with high level technical expertise but no management responsibilities.

**Claim 78 Allied Health Professionals**

- Progression through AHP1 – AHP3 with a review of levels so there is a maximum of 12 levels across this three Band range.
- Rules for determining the level for appointment be agreed, including minimum levels based on experience, length of degree, post-grad qualifications and regional incentives.
- Recognition of Australian Quality Framework national classification levels and improved progression via clinical/education and management streams at L4-5 and accelerated progression through the attainment of post graduate study at all levels.
- Extend and amend the PUGS upgrade scheme for a non-healthcare setting.
- Payment of a Mentoring/preceptor allowance for AHPs supporting student placements.
- Incentive payments for chronically understaffed areas (to attract & retain).
- Increase to Professional Development Fund; widen scope and improved clarity about what it can be used for.
- Inclusion of Technical Officers who hold a qualification into the classification structure.

## **Communities Tasmania**

Occupation specific claims for workers in the Department of Communities Tasmania.

### **Claim 79 Allied Health Professionals**

- Progression through AHP1 – AHP3 with a review of levels so there is a maximum of 12 levels across this three Band range.
- Rules for determining the level for appointment be agreed, including minimum levels based on experience, length of degree, post-grad qualifications and regional incentives.
- Recognition of Australian Quality Framework national classification levels and improved progression via clinical/education and management streams at L4-5 and accelerated progression through the attainment of post graduate study at all levels.
- Extend and amend the PUGS upgrade scheme for a non-healthcare setting.
- Payment of a Mentoring/preceptor allowance for AHPs supporting student placements
- Incentive payments for chronically understaffed areas (to attract & retain).
- Increase to Professional Development Fund; widen scope and improved clarity about what it can be used for.

### **Claim 80 Child Safety Service**

- That a demand-based funding model be adopted with worker ratios and clear caseload caps so staff resources increase as demand increases.
- Post-critical incident briefings within 48 hours of an incident & workplace psycho-social support.
- Retention and relocation incentives, market rate incomes and regional incentives.
- That support structures be reviewed to ensure adequate support staff are available.
- That employees be reimbursed for the costs associated with seeking support and treatment from private psychologists.

### **Claim 81 Family Violence Service**

- Commitment that additional staff employed during COVID will be converted to permanent roles.
- Increase in establishment to allow backfill on recreation leave and to maintain safe caseloads.

### **Claim 82 Information & Communications Technology Appendix**

Include clear progression/promotion pathway for ICT officers with high level technical expertise but no management responsibilities.

## **Department of Premier & Cabinet**

Occupation specific claims for workers in the Department of Premier & Cabinet.

### **Claim 83      Service Tasmania**

- Annual review of permanent part-time employees who regularly work above their contracted hours and conversion of those hours to permanent.
- Conversion of the casual relief pool to a permanent relief pool to provide job security and to allow for skill development.
- Start and finish times to be reviewed to provide reasonable paid time prior to shop opening and time after closing to serve clients waiting so working hours are predictable.
- Additional employees added to establishment of urban shops to address workload.
- That shop security arrangements to be reviewed with a particular focus on any situations where there is a single employee in a shop and that minimum staffing levels be adopted for all shops.

### **Claim 84      Information & Communications Technology Appendix**

Include clear progression/promotion pathway for ICT officers with high level technical expertise but no management responsibilities.

### **Claim 85      Ministerial Drivers**

For Schedule 1 of the Ministerial Drivers Agreement to show a Total Salary for each Level that comprises the base salary and the industry allowance.

## **Treasury**

Occupation specific claims for workers in the Department of Treasury and Finance.

### **Claim 86      Compliance Inspectors**

Broadbanding between Bands 4 and 5.

### **Claim 87      Information & Communications Technology Appendix**

Include clear progression/promotion pathway for ICT officers with high level technical expertise but no management responsibilities.

### **Claim 88      RBF Integration Agreement**

For the parties to renew the RBF Integration Agreement for a further 5 years.

## **Level 4 – Advisory Forums**

### **Women**

Claims from the CPSU's Womens' Advisory Forum.

**Claim 89      Non-gendered Infant Feeding Policy**

For Awards to be amended to modify 'breastfeeding policies' to encourage partners to support breastfeeding in the workplace.

**Claim 90      Reproductive Health and Wellbeing Leave**

Five days per year of paid reproductive health leave for the purpose of treatment and management of ill health/symptoms and flexible working arrangements to facilitate the continuation of duties being performed in a comfortable working environment.

**Claim 91      Paid Leave for Miscarriage**

Five days paid leave in the event of a miscarriage where the employee is not eligible for special maternity leave.

**Claim 92      The Right to Disconnect**

New provision giving employees a right to disconnect from work-related communication outside of the employee's paid hours of work.

**Claim 93      Order to Stop Bullying or Sexual Harassment**

Creation of an entitlement for an employee to apply to the Tasmanian Industrial Commission to have an order to stop bullying or sexual harassment (or both) at work heard and determined.

**Claim 94      Measures to reduce gender-based inequality and harassment**

An affirmative statement to be included in relevant Awards committing the Employer to the reduction of gender-based inequality, violence and harassment in the Tasmanian State Service.

## **LGBTIQA+**

### Claims from the CPSU's LGBTIQA+ Advisory Forum

**Claim 95 Foster Care Entitlements**

Provision of paid leave for employees who are the primary carer of a foster child on a long-term placement. 6 weeks leave on initiation of a placement for a child under 5 years and 3 weeks on initiation of a placement for a child over 5 years.

**Claim 96 Gender Affirmation/Transition Leave**

Provision of 4 weeks paid leave and up to 52 weeks unpaid leave for employees transitioning from the sex and/or gender that they were assigned at birth.

**Claim 97 Measures to reduce discrimination**

An affirmative statement to be included in relevant Awards committing the Parties to the prevention of discrimination on the basis of race, colour, sex, sexual preference, gender, age, physical or mental ability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, nation extraction, social origin, cultural and linguistic background, industrial activity or any other attributes protected by anti-discrimination legislation.

## **Aboriginal & Torres Strait Islander**

Claims from the CPSU's Aboriginal & Torres Strait Islander Advisory Forum.

**Claim 98      Treaty Leave**

Paid Leave for Tasmanian Aboriginal employees to participate in activities related to the development of treaty.

**Claim 99      Aboriginal and Torres Strait Islander Cultural Load Allowance**

The provision of an annual allowance to Aboriginal and Torres Strait Islander employees in identified positions who elect to share their cultural knowledge and for these duties to be recognised in an employee's workloads.

**Claim 100      Paid Time to Attend Events**

For Aboriginal and Torres Strait Islander employees to be provided paid time to attend Aboriginal Employee Network events and any employer led program or events.

**Claim 101      Cultural and Ceremonial Leave**

10 days cultural and ceremonial leave for all Aboriginal and Torres Strait Islander employees, to attend cultural and community business and attend and participate in NAIDOC events.

**Claim 102      Recognition of Kinship Relationships**

Change definition of immediate family to recognise kinship arrangements.

**Claim 103      Flexibility for Cultural and Community Business**

That flexibility clauses strengthen the ability for Aboriginal and Torres Strait Islander employees to access flexible working arrangements for cultural and community business.

**Claim 104      Cultural Knowledge Fund**

The establishment of a Cultural Knowledge Fund modelled on the AHP Professional Development Fund that Aboriginal employees could access to fund activities that deepen their cultural knowledge, assist in the transfer of cultural knowledge or help to develop their own skills and knowledge in other areas of interest.



## **Disability**

### Claims from the CPSU's Disability Advisory Forum

#### **Claim 105      Special Leave**

An employee may be granted leave with or without pay to undertake activities inherently associated with an employee's disability not already provided for by specific leave entitlements.

Any leave without pay approved under this shall not break the Employee's continuity of employment but leave without pay will not count as service for leave accrual or other purposes.

#### **Claim 106      All of Agency Audit**

Every year the Employer will undertake an accessibility audit across the state service. This audit will ensure facilities are appropriate for employees to be able to perform their duties and that members of the community with diverse abilities are able to access public services.

## **Shift & Field Work**

### Claims from the CPSU's Shift and Field Work Advisory Forum

#### **Claim 107      Shift & Field Work Advisory Forum – Shift Work Provisions**

- Clear definitions of day worker and shift worker.
- A regulated process for transitioning an employee from being a day worker to being a shift worker and vice versa that requires the approval of the employee and notification of the union.
- Defined shifts that include morning, day, afternoon and night shift with morning and afternoon shifts attracting an 18% loading and night shifts attracting a 27.5% loading.
- A minimum 10-hour break between shifts which increases to 12 hours if the travel time between work and home exceeds a total of 1 hour.
- Detailed rostering provisions that include, as a minimum, rosters being for a 28-day period notified at least 14 days before the start of the roster period. For penalties to apply to shift changes after the 14-day notice period.
- Maximum number of consecutive night shifts to be defined and maximum number of consecutive shifts to be defined.
- Rules to ensure rostered days off are consecutive and coincide with accrued days off.
- Principle of equity must be upheld in rostering to ensure 'good' and 'bad' roster patterns are shared.

## **Working from alternate locations**

### Claims from the CPSU's Working from Remote Location Advisory Forum

#### **Claim 108 Right to work remotely**

- Ensure that workplace flexibility arrangements are strengthened, and these rights includes the right to work remotely from an office but not just from home to allow greater work life balance. This would include, for example, working from an interstate location or from a child's sports carnival.
- Protections to ensure surveillance or accountability requirements from employees working outside a traditional office are not greater or more onerous than what exists at the shared workplace. This would include the right to go offline.
- Removal of arbitrary caps on working remotely.

#### **Claim 109 Greater equity of access to flexible working arrangements**

- Reverse the onus for approval for flexible workplace arrangements. A request is approved unless employer can demonstrate why a flexible working arrangement cannot be facilitated.
- Access to a minimum of 10 days remote working for all workers covered by TSSA & HAHSa regardless of role.



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